

Special \$150,000 Club Issue!

CONVOY DISPATCH



VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

September 2006 # 236

After Reformers Curbed the Worst Excesses...

BLOATED SALARIES AGAIN ON THE RISE

Reform Teamsters, spearheaded by TDU, have succeeded in directing members' dues money away from fat-cat salaries and into programs that build union power.

But millions of dollars in members' dues are still wasted every year on bloated salaries and a patronage scheme of multiple salaries that the Hoffa administration pays to buy political loyalty.

Those are the findings of this year's analysis of Teamster financial reports by the Teamster Rank and File Education and Legal Defense Foundation. For 27 years, TDU has published these findings in our annual \$100,000 Club.

TDU publishes the facts. No

sugar-coating and no partisanship: we publish the name of every Teamster official who makes over the limit, regardless of whether they are a friend or foe of TDU, committed Teamster or do-nothing fat-cat.

As a direct result of TDU's work to cut dues waste and cap outrageous salaries, millions of dues dollars have been saved. Last year, Hoffa's total compensation was \$297,772. At one time, the Teamster General President's multiple salaries, adjusted for inflation, added up to more than \$1 million. (To find out who that president was, see page 7.)

While the salaries of our

\$150,000 Club Quiz

Which Special Assistant to President Hoffa...

- Makes \$182,204 in three salaries?
- Got busted laundering dues money to Hoffa's campaign?
- Bragged that his members will cross Teamster picket lines and be issued bulletproof vests?



See pages 3, 4, and 6 for the answer.

union's fat-cats have fallen, 78 Teamster officials still make more than \$150,000 a year, and 24 make more than \$200,000 a year. Nineteen people on the Hoffa Slate are already in the \$150,000 Club and 13 have salaries over \$200,000.

\$8.4 million last year to 164 Teamster officials who already earn at least one other union salary. Multiple salaries have skyrocketed by 764 percent since Hoffa took office. These salaries function as a patronage system to officers who are expected to turn out the vote for Hoffa in return.

Hoffa Buying Votes With Your Dues?

This year's \$100,000 Club raises serious questions about whether Hoffa is using members' dues to try to buy this fall's election.

Last year, your dues paid \$773,000 to two political consultants, Greg Tarpinian and Richard Leebove, both key Hoffa Campaign consultants.

Hoffa doled out an incredible

Mobilizing for Change

For three decades, TDU has pushed for financial reforms to cut dues waste and build union power. How has the \$100,000 Club changed our Teamsters Union? What progress has been made? What remains to be done? See the complete \$150,000 and \$100,000 Club listings and our full report on pages 6-9.

"When we looked to make changes in Local 726, we turned to TDU for help and information. Our 'Fighting for the Future' Slate knows that the issues for us start in Chicago but they go all the way through the Teamsters. Teamsters need TDU. I joined and I'm asking others to do the same."

Leo "Duke" Clark Jr.
Local 726, City of Chicago

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ ZIP _____

Phone _____ Company _____

E-mail _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

Other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*

____ \$95 three-year membership fee

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year

____ \$25 for retirees. Retired from Local _____

☐ Check or money order

MC/Visa/AmEx/Discover # _____ Exp. Date _____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

TDU CONVENTION INFO, PAGE 11!

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Letters From Our Members

'Hoffa Unity' or Real Unity?

I recently received a mailing from the Hoffa campaign saying that we members need to show our support for Hoffa during the Teamsters presidential election. They say that this will show government and business how united we are. I have not felt unity between members and officers in our union for a while.

There was a time when Teamsters were proud of our union leadership because of substantial wages, pensions and health benefits. Now members have to deal with record pension and health care cuts and excessive contract violations.

Look how far we have regressed over the past five years. We need real unity and leadership to solve these problems, not what Hoffa's handing out.

Wade Meeks
Local 71, UPS
Charlotte, N.C.

Retirees—Just Don't Get Sick

Today I received a letter from Central States explaining why they have to raise my insurance premiums every year until I reach 65—and then they will drop me altogether! I was lucky to retire with \$3,000 per month after 30 years. But because I retired early, I must now spend \$500 per month in insurance premiums, \$600 next year and so on until my premiums will be \$1,200 per month just before I reach 65.

People, wake up! Hoffa has done this to me and if he's elected again he'll screw you over just like he's done to all of us recent retirees. Tom Leedham is a refreshing change. I only wish I could still vote because he would certainly get mine. Don't forget Hoffa's "Best Contract Ever" crap from a few years ago. WE NEED A CHANGE. Vote Leedham!

Dan Rausch
Local 795, retired
Wichita, Ka.

TDU Ignores War?

Why is TDU not hitting Hoffa where it really counts? It is a statistical fact that the majority of union rank and file members oppose America's involvement in Iraq. Every Teamster in America needs to know that James P. Hoffa is a board member of the organization "Committee for the Liberation of Iraq." This is an organization that was largely responsible for our involvement in Iraq.

The CLI has lied to Congress about Iraq's WMD and has lobbied Congress for the billions of dollars already squandered in Iraq. Not to mention the 2,600 American lives lost and the uncountable Iraqi civilian deaths. The next time you or a neighbor lose a son or daughter in Iraq, don't forget to thank Hoffa and the CLI.

Just think for one moment: what would be the outcome if Hoffa cared as much for the Teamsters Union as he does for getting us involved in the Iraq war? Why does he not lobby congress for better working conditions for American workers with the same zeal he used to get us involved in this unholy, illegal war in Iraq?

No more Hoffa!
James Watwood
Local 63, Roadway
Los Angeles

Leedham Steps Up

Once again, I read in the Hoffa promotional "Teamster Magazine" how Tom Leedham is "destroying" Local 206 in Portland, Ore. It's important to let other Teamsters know of the constant battles waged by Leedham and his representatives not only against employers, but also a national Teamster cadre intent on discrediting him.

In February of last year, the company I work for, Fred Meyer Inc., fired 25 Teamsters. They were replaced with "independent contractors." They worked for a company that pays low wages and no benefits whatsoever. Our representative, Gene Blackburn, with all the backing and help of Tom Leedham, grieved these replacements using our contract. This same problem hit other



Members of the Detroit Federation of Teachers Walk the Picket Line. Teachers voted overwhelmingly to strike on Aug. 27, in spite of a Michigan law against public employee strikes. The school district is seeking a 5.5 percent pay cut along with attacks on health benefits. The teachers accepted concessions in the prior round of bargaining, but have seen the district's mismanagement continue to squander education funds.

locals in the Northwest, and they simply gave up. Tom refused to give up.

The Teamsters won hands down. The arbitrator found that Fred Meyer had erred and owed the Teamsters not only the positions, but union dues (payable to Local 206), full pay and benefits. But this is not the end of the story.

Fred Meyer refused to implement the arbitrator's decision, thumbing their noses at binding arbitration. But Tom Leedham took that to court to protect Teamster jobs that Hoffa would have given away, and we expect to win that soon.

Good luck voting for our next Teamster President

Patrick Lamb,
Fred Meyer, Local 206
Portland, Ore.

TDU International Steering Committee

Co-Chairs:

Dianne Bolton, Seattle Local 174
Joe Fahey, Milwaukee Local 200
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Matt Latzo, Washington Local 639
Bob McNattin, Minneapolis Local 120

Members:

Richard Berg, Chicago Local 743
Nichele Fulmore, North Carolina Local 391
Frank Halstead, Los Angeles Local 572
Larry Macdonald, Atlanta Local 728
Ernesto Perez, Los Angeles. Local 396
Sandy Pope, New York Local 805
Mara Quiara, Puerto Rico Local 901

Alternates:

D. E. "Ed" Michael, Salem, Ill., BLET Div. 724
John Walsh, Seattle GCC Local 767-M
Gary Brooks, Chicago Local 705

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in Nov. 2005 for one year. Our Rank & File Convention had 300 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BYLAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs should be elected by regions. No more trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he or she makes. No officer should make more than the highest paid working members in their jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for members, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. E-mail: tdudetroit@tdu.org Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225. Phone: (718) 287-3283. Fax: (718) 287-3287. E-mail: tdueast@tdu.org

E-Mail Your Letter

Visit our web page at www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Get Involved and Rebuild Teamster Power

Members Mobilize to Elect Leedham

A ballot will be mailed out to every Teamster on Oct. 6, but Leedham Campaign supporters are mobilizing for victory now.

It will take 200,000 votes to beat Hoffa and elect the Tom Leedham Slate. Campaign volunteers have launched a drive to reach hundreds of thousands of Teamsters and make it happen.

"I've campaigned all across the country. They tell me that Hoffa has to go," says Tom Leedham. "If you think our union needs a new direction, I'm asking for more than your vote. I am asking you to get involved in this campaign to rebuild Teamster Power."

The Leedham Campaign is building a Teamster-to-Teamster network to spread campaign information and get out the vote.

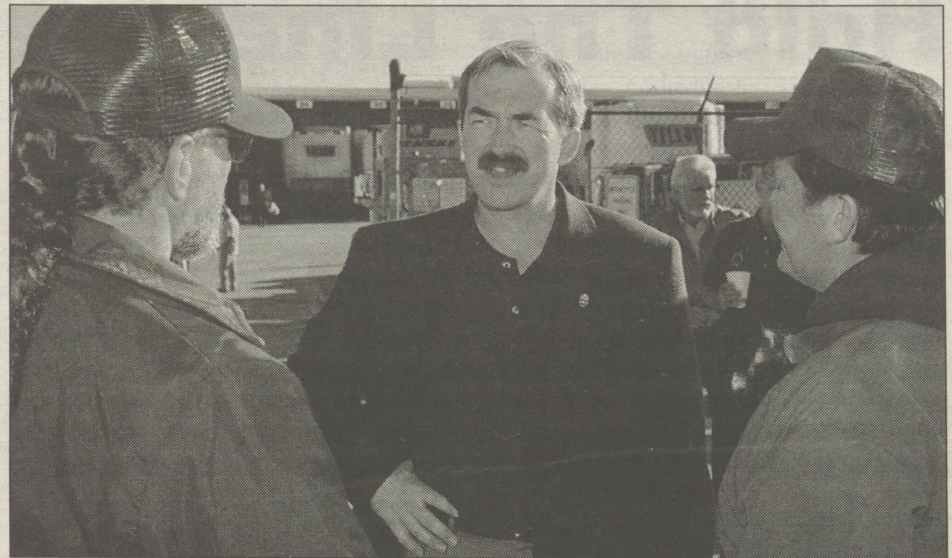
"At ballot time, the Hoffa Campaign will be blitzing members with campaign

mailings and pre-recorded phone calls," said Sandy Pope, candidate for Secretary-Treasurer. "We've got to be out there talking to Teamsters about the issues."

We've identified our targets and we're hitting them throughout New England," said Kevin McNiff. "We're going to UPS, freight, DHL, grocery warehouses, Coca-Cola and companies where we know members are unhappy with their recent contracts."

How You Can Help

- ♦ Download flyers at www.leedham2006.org and distribute them. Order campaign stickers, pole signs and t-shirts too.
- ♦ Sign up with 10,000 Teamsters for Tom Leedham to get the latest flyers and campaign updates and join Teamsters across the country who are getting out the vote.



"I've campaigned all across the country. They tell me that Hoffa has to go. If you think our union needs a new direction, I'm asking for more than your vote. I am asking you to get involved in this campaign to rebuild Teamster Power."

—Tom Leedham



"The support is there to win this election. We've got to turn it into organization. When we're out campaigning, we have one volunteer with a clipboard who is in charge of collecting email addresses and contact information. The campaign will send out weekly email updates and mobilize our contacts to help get out the vote in their shops."

—Sandy Pope, candidate for General Secretary Treasurer



Dump Hoffa, Join TDU

"TDU is where members turn to find out what's happening in our union and what we can do to rebuild Teamster Power.

"That's why the Hoffa crowd attacks TDU every chance they get.

"We're going to Dump Hoffa this fall and elect Tom Leedham. Be part of making it happen. Join TDU."

Donna McCuiston
Local 299, Allied
Detroit

Campaign Notes

Hoffa Campaign Caught Laundering Dues

The Hoffa Campaign was caught on Aug. 22 with \$15,720 in illegally laundered money from members' dues.

Under the scheme, Local 853 principal officer and International rep Rome Aloise collected donations from all Local 853 union reps into a campaign slush fund. In exchange, Aloise gave each staffer an extra week of vacation pay which was then converted to cash and given to Aloise.

The Election Supervisor's decision notes that the biggest beneficiary of the dues laundering scam was International Vice President Chuck Mack, who is Aloise's brother-in-law. The Election Supervisor is now investigating Mack's other fundraising.

Key to that investigation is Steve Mack, who made \$210,000 last year and runs a slush fund similar to Aloise.

The Election Supervisor's investigation and decision (2006 ESD 341) is available online at www.leedham2006.org and www.ibtvote.org. Aloise and Hoffa have appealed the decision.

Debate DVD: Leedham vs. Hoffa Stand-In

Tom Leedham hammered Hoffa's stand-in Tom Keegel on the Hoffa administration's failed record in the official debate between the two campaigns on Aug. 25.

The debate featured sharp exchanges on issues like contracts, benefit cuts, organizing, Hoffa's failure at Overnite and the resignation of Hoffa's entire anti-corruption staff.

Keegel continued to claim that Hoffa negotiated the best freight and UPS contracts ever and defended the pension cuts, calling them the "right thing to do"—even in the West where the pension fund is 100 percent funded.

The Leedham Campaign will make DVDs of the debate available to Teamsters. The debate is also viewable at www.leedham2006.org.

Slate Voting in the IBT Election

In IBT elections, more than 90 percent of Teamsters vote by using the slate designation. This makes sense, since members voting for change want to put in a new team, and those who want the Hoffa administration can use the slate vote to try to keep all of them.

This fall, there is also a third slate, the Virtue-DiLeo Slate, which consists of two candidates for Eastern Region Vice President, Dan Virtue and Don DiLeo, who are running against the Hoffa Slate incumbents in the East.

The Leedham team decided to not run any Eastern vice presidents, so Eastern Teamsters can mark both slate squares in the East, and vote for all the Leedham candidates plus Virtue-DiLeo with just two marks on the ballot.

For Teamsters outside the East, it's a one-mark ballot: Leedham Slate vs. Hoffa Slate.

Substandard Contract May Force Drivers Across Picket Lines

S.F. Newspaper Teamsters Fight to Hold The Line Against Hearst

The Hearst-owned *San Francisco Chronicle* has set its sights on its union workforce, but members of Teamsters GCC Local 4-N are fighting to preserve the good wages and benefits in their contract. These press and prepress workers have been hampered in their struggle by Teamster International officials who have signed substandard agreements and obstructed 4-N's efforts to prepare for a strike, if necessary.

In late 2003, Rome Aloise, secretary-

across picket lines, most of the other unions at the *Chronicle* have felt compelled to accept concessions," says Price. "Now it's only us and one other union still fighting to preserve industry standards."

Employer Goes for Blood, Where Is Union Solidarity?

Enter Frank Vega, the notorious hatchet man who provoked and prolonged the Detroit Newspaper Strike in the late 1990s. Vega took over operations at the *Chronicle* in 2005 and has shown that he is not interested in bargaining, he is only interested in surrender.

Local 4-N has been fighting to keep bargaining alive since their contract expired in July, but the *Chronicle* has now declared impasse. 4-N members must vote on whether to accept their employer's "last, best, and final" offer that would permit outsourcing, cut staffing to unsafe levels, and greatly weaken overtime standards by paying straight time for the first nine hours of a shift.

But it's unclear what the options would be if the members reject the offer.

George Tedeschi, president of the Teamsters Graphic Communications Conference, has refused to grant strike sanction and has not even bothered to reply to two letters the local sent him requesting assistance. Aloise has bragged that he can use his status as general assistant to President Hoffa to make sure that the 4-N will never be allowed to put up a

"The Union will not respect any picket line of such other union and will not engage in a sympathy strike or any other type of job action..."

—Aloise's agreement with the *San Francisco Chronicle*.

picket line. In a conference call with 4-N leaders, Aloise said that management had purchased bulletproof vests for Local 853 members just in case there was a strike.

"What an organizing tool," said 43-year 4-N member Bruce Carlton. "You can join the Teamsters and you get a bulletproof vest to go through picket lines!"

In spite of the obstacles, 4-N members continue to resist the employer demands. In early August they held a large rally in front of the *Chronicle* building. Because the North American Newspaper Trades Conference was in town, fellow newspaper workers from across the continent turned out in support. But Tedeschi? He skipped the rally and instead used the opportunity to meet with Vega without any 4-N representatives present.

Aloise was a no-show and shortly thereafter Aloise issued a letter reminding *Chronicle* drivers that their jobs were on the line if they were to show "blind

support" for a 4-N picket line. "I will make my feelings known informing you as to whether or not the situation deserves your support," he told them.

Big Implications in Newspaper Trades

Jim Holtyn, a retired officer from Local 23-N at the *Milwaukee Journal Sentinel*, says the employers are pushing hard all across the country to eliminate jobs. "In the past, many newspaper unions bargained a lifetime job guarantee at the company. But now that promise is being completely forgotten. The companies say 'It's nice that you pushed 1,500 pound rolls and lifted lead plates for all those years, but we don't need you any more.'"

Without coordinated strategies, there is nothing to stop Vega and other union busters from continuing their strategy of divide and conquer. As long as the International allows Aloise and others to settle out from under other Teamsters, the union busters will gain ground.

But Holtyn believes the merger of his union into the Teamsters presents an opportunity to wage a powerful fight against the newspaper giants. He says the GCC model of an informed and militant membership can be an example of how to fight on the shop floor; and he believes that the International Teamsters have the resources and ability to mount nationwide corporate campaigns that the newspaper trades have rarely seen. What is needed is the will to make it happen.

"What an organizing tool. You can join the Teamsters and you get a bulletproof vest to go through picket lines!"

treasurer of Local 853 and special assistant to James Hoffa, broke ranks with a bargaining coalition of unions to settle short with the newspaper. Aloise agreed to a seven-year agreement containing concessions, including the loss of Teamster jurisdiction for drivers outside city limits.

According to Anthony Price, president of Local 4-N, the worst thing Aloise did was to give up the right to strike: he agreed to a clause that requires Teamster drivers to cross picket lines of any union that doesn't cave in to similar job-killing concessions.

"Since Aloise agreed to send members

Victory Is Part of Trend towards Democracy in Rail

Canadian Rail Teamsters Win Right to Vote for Their National Officers

For the second time in three months, railroad engineers and conductors have scored a victory for the right to vote.

On Aug. 21, ballots were counted and the members of the Teamsters Canada Rail Conference (TCRC) voted to change their bylaws to require direct election of the top three national officers. The result was overwhelming, with 88 percent supporting the change.

Two months earlier, Teamster engineers and conductors in the United States also

approved a system of one-member, one vote by a landslide. In 2005, delegates to the convention of the Maintenance of Way Division of the TCRC also changed their constitution to provide for direct elections.

Gerry Ranson of Division 320 in Vancouver first circulated the Canadian proposal in May.

Within two months, divisions representing over 25 percent of the membership had passed resolutions endorsing it.

Under the TCRC bylaws, this triggered a referendum where all

members voted on whether to accept the change. Now it's official; TCRC members get the right to vote.

"Having the right to vote was one of the big reasons we joined the Teamsters in the first place," says Ranson. "Every Teamster power point presentation and flier talked about that. So we felt it made sense to have this same right with respect to our national officers."

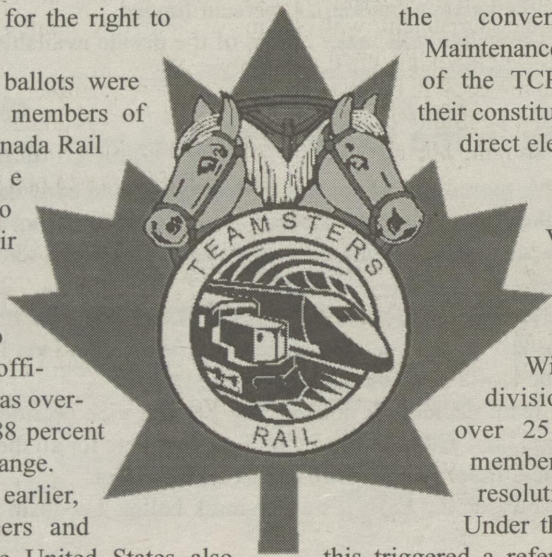
Additional Changes Sought

Delegates from divisions that support this reform are also considering additional changes that could be made to the TCRC constitution this September. The one that may be dearest to many members' hearts is a proposal to have direct elections at the General Committee level as well. A similar proposal was defeated

by U.S. delegates at their convention in June. TCRC activists say that whether the delegates pass this reform or not, it is still the right thing to do.

"The General Chairmen are the ones who actually bargain our contracts, so we feel it's extremely important to hold them directly accountable to the membership," says Div. 320 member Craig Brown. "When they bargain our contracts they don't say 'look what we got,' they say 'look what we didn't give away.' That's got to stop."

TCRC delegates have the chance to hold these leaders accountable by supporting direct elections for General Chairs. If they fail to take that step, the membership may well mobilize for the change using another initiative to keep the trend rolling towards democracy.



Yellow Roadway Warns: UPS-Freight Deal Will 'Set Precedent'

Yellow-Roadway CEO William Zollars told *Traffic World* magazine that any deal between the Teamsters and UPS Freight, covering one terminal of 120 workers in Indianapolis, will 'set precedent' for the National Master Freight Agreement.

Because Hoffa's card check and neutrality agreement covered only one termi-

nal and is now void, Zollars expects any contract that UPS Freight would accept will fall far short of the NMFA, and will not allow the employees into the Central States Teamster Pension Plan. Hence Zollars' interest in using the deal as a precedent to gain concessions in the NMFA.

Yellow Roadway Wants Early Bargaining Too

"We'd be interested in doing that," Yellow Roadway's CEO William Zollars told the *Akron Beacon Journal* on July 28, referring to opening early bargaining with the Teamsters to dodge any possible strike threat.

Yellow Roadway Corporation employs 50,000 Teamsters under the National Master Freight Agreement at Yellow, Roadway, Holland, New Penn, Bestway and Reddaway. Since the UPS

and freight contracts do not expire for two years, the union has less bargaining power this far in advance. The *Beacon Journal* reported that is the reason that "UPS decided to move up the start of talks."

Hoffa claims that he "forced UPS into early negotiations" but it is clear that the big Teamster employers are eager for the chance to bargain when the no-strike contract clause binds the union and decreases union leverage.

Yellow's Zollars says he will approach the Teamsters about early bargaining, but no date is set yet.

I'll Be There...

"I've met thousands of Teamsters as I've campaigned in the Midwest. It's clear that Teamsters are ready for change. But we need more. We need Teamster members ready to help build our union power. The TDU Convention is the best place to learn how we can make this happen. Come to Cleveland so we can get moving."

Darwin Moore

Local 243, Detroit

Vice President Candidate,

Central Region

Tom Leedham Strong Contracts

Good Pensions Slate



TDU Convention, Sept. 22-24

Is Early Bargaining the Answer for UPS Contract?

UPSers Clear on Improvements Needed

UPS Teamsters are clear on the improvements we need to win in the next contract on issues like benefits, overtime, fairness for combo workers, part-time wages, and restrictions on subcontracting and supervisors working. What's less clear is how early bargaining will give us the leverage we need to win these improvements.

Since the announcement, UPS has basked in glowing reports in the business press. Early bargaining, after all, means that the contract may not get anywhere near a real deadline that could make shippers antsy enough to pressure UPS to settle. It also means that the contract could be wrapped up before another critical time for management—the 100th anniversary next August. Bargaining is scheduled to open on Sept. 19.

"It would be terrible to settle before the anniversary year, when we have the potential to really disrupt things—if the members were involved," says UPS part-timer Dawn Stanger in Vermont.

And while the IBT keeps busy with press releases, UPS management is getting supervisors into contract mode, preparing to swamp members with their

take on issues and events.

A strong campaign is needed to counter management's pressure, but so far that hasn't happened. Recent contract proposal meetings were a case in point. Hoffa gave locals just two weeks notice for holding the proposal meetings in August, not exactly the best month for union meetings.

Turnout at contract meetings was lower than ever before. Some locals, like Local 384 in Philadelphia, didn't even bother to hold meetings. Most went through the motions but failed to inspire confidence in UPS Teamsters.

"Some of the members came prepared with good ideas," says Al Hildestad from Des Moines Local 90. "But a lot of people are skeptical whether any of the proposals will really get to the bargaining table."

In spite of the skepticism, member opinions on issues are crystal clear. Benefits, overtime, part-time wages, subcontracting and supervisors working were raised as top issues.

"One thing is for sure," Louisville Local 89 steward David Thornsberry said about the contract, "any UPS contract is going down in the vote if it does not make major improvements in the areas where we have gotten burned so badly by UPS and Hoffa."

UPS Freight Deal Is Over

The neutrality agreement with UPS Freight, announced by James Hoffa in dramatic fashion in Las Vegas this June is now officially over. UPS Freight spokesman Ira Rosenfeld emphasized to *Traffic World* that the Teamsters would be bargaining for "one location only" and that the neutrality deal is now void.

A "neutrality and card check" agreement with a company allows our union to organize without company opposition, and when a majority of workers join the Teamsters, the company agrees to bargain. Hoffa claimed that he had such a deal with UPS Freight (formerly Overnite), but it later was revealed that it covered only one terminal, with less than one percent of UPS Freight's workers.

The International targeted UPS Freight in Indianapolis, quickly got a majority of cards signed, and will start negotiations with UPS Freight Indianapolis in September.

Bargaining with one terminal out of 200 with UPS will not be easy. When the Teamsters organized 37 Overnite terminals, Hoffa could not bargain a contract.

The neutrality and card check deal will revive only if the IBT wins it (along with an acceptable union contract that does not undercut our national UPS and freight contracts) in a signed agreement with UPS Freight in Indianapolis. UPS members have also raised the issue in contract proposal meetings that neutrality be won not only for UPS Freight, but all UPS nonunion operations.

UPS Pilots Sign Contract

On Aug. 31, UPS's 2,775 pilots narrowly ratified an eight-year contract which will give them immediate raises of 18 to 26 percent. The contract was ratified with 56 percent voting yes. UPS pilots belong to the Independent Pilots Association. They were in the Teamsters but left in the 1980s to form the IPA.

UPS pilots got a 29 percent raise over the life of their last seven-year contract. For the new contract, the union set its sights on winning an industry-leading agreement, given UPS's excellent financial position.

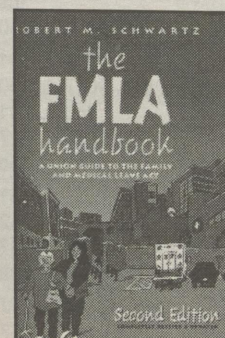
Many pilots hoped to match a contract for Ohio-based cargo carrier ABX Air. Senior pilots for that carrier are paid a rate of \$239 per flying hour (UPS pilots were previously at \$190 per hour) and pilots with similar seniority at FedEx are paid \$201 per hour (before their new contract).

Prior to this new contract, UPS pilots made an average of \$175,000 per year.

In July, Brian Gaudet, a spokesman for the International Pilots Association, said that UPS pilots were looking at ABX's \$239 hourly rate as a benchmark in their own negotiations.

"We're looking at that \$239 rate, and FedEx is looking at it and every other major cargo pilots union is looking at it," Gaudet said.

The new contract includes signing bonuses—UPS captains will get a bonus of \$60,000, first officers \$40,000, and second officers \$34,000.



The FMLA Handbook

A Union Guide to the Family and Medical Leave Act

by Robert M. Schwartz

Available from TDU, \$13.

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\$150,000 Club

One Expensive Broken Promise

As a candidate for General President, Hoffa promised to cut and cap all International Union salaries, including his own, at \$150,000. But when the Hoffa train left the station, the platform stayed behind.

- ▶ Hoffa's total compensation last year was \$297,772
- ▶ Thirteen members of the Hoffa Slate made \$200,000 or more last year.
- ▶ If Hoffa had kept his "cut and cap" salary pledges since he took office, our International would have saved more than \$15 million.



Name	City	Total Salary	Total Comp.	Affiliations
John T. Coli	Chicago	\$329,628	\$362,100	JC 25, L 727
Ernest Sowell	Houston	298,495	300,747	Intl, L 747
James Dawes	Chicago	258,948	265,934	L 710
Patrick W. Flynn	Chicago	258,948	301,881	Intl, JC 25, L 710
James P. Hoffa	Washington, D.C.	258,947	297,772	Intl
Jim Santangelo	Covina, Calif.	258,844	283,364	Intl, JC 42, L 848
Thomas R. O'Donnell	Lake Success, N.Y.	249,428	281,439	Intl, L 817
Louis Smith	New York	246,736	267,922	JC 16, L 810
Randy Cammack	Covina, Calif.	246,146	269,140	Intl, JC 42, L 63
Carroll E. Haynes	New York	244,745	274,381	Intl, L 237
Fred J. Gegare	Green Bay, Wis.	242,303	264,707	Intl, Dairy, JC 39, L 75
C. Thomas Keegel	St. Paul, Minn.	235,009	282,079	Intl, JC 32
Leo Reed	N. Hollywood, Calif.	233,830	256,860	Intl, L 399
James M. Long ¹	Visalia, Calif.	232,860	258,549	CC, JC 38, L 94
Jack Cipriani	Greensboro, N.C.	232,432	252,859	Intl, JC 9, L 391
Terrence J. Hancock	Burr Ridge, Ill.	231,480	241,209	Intl, JC 25, L 731
Michael G. Coli	Chicago	226,200	243,641	L 727
Chuck D. Mack	Oakland, Calif.	221,928	258,769	Intl, JC 7, L 70
Walter A. Lytle	Fort Wayne, Ind.	221,569	246,874	Intl, L 414
Daniel Kane, Sr.	Rahway, N.J.	221,333	250,127	Intl, L 111
Ken W. Wood	Tampa, Fla.	214,312	242,985	Intl, JC 75, L 79
Stephen J. Mack	Hayward, Calif.	210,051	245,293	Intl, JC 7, L 78
Robert A. Hogan	Berwyn, Ill.	204,277	226,173	JC 25, L 714
Gary La Barbera	Lake Success, N.Y.	203,686	220,172	JC 16, L 282
Robert Lennox	Pico Rivera, Calif.	199,445	223,687	Intl, JC 42, L 495
Michael Sweeney	Chicago	196,276	208,096	L 710
Stuart B. Mundy	E. Providence, R.I.	195,395	225,541	Intl, JC 10, L 251
David W. Laughton	Manchester, N.H.	194,632	222,725	Intl, JC 10, L 633
Harry Nespoli	New York	194,558	196,558	JC 16, L 831*
Robert White	Joliet, Ill.	191,526	210,793	Intl, JC 25, L 179
Rick Middleton	Carson, Calif.	190,998	210,859	Intl, L 572
Richard Volpe	New Hyde Park, N.Y.	188,529	218,565	Intl, L 550
Robert T. Bernstein	Des Plaines, Ill.	184,265	190,259	L 781
Rome A. Aloise	San Leandro, Calif.	182,204	214,118	Intl, JC 7, L 853
Richard K. Hall	S. Charleston, W.Va.	177,703	208,900	Intl, KY-WV, L 175
Fred Zuckerman	Louisville, Ky.	176,459	211,352	Intl, KY-WV, JC 94, L 89
Tyson Johnson	Dallas	176,316	207,740	Intl
Fred Correll	Fullerton, Calif.	174,960	220,894	GCC DC 2*
John J. Perry	S. Boston, Mass.	174,534	187,623	Intl, JC 10, L 82
Alphonse Rispoli	Mountainside, N.J.	\$171,618	\$181,340	JC 73, L 863
Larry Brennan	Detroit	168,652	198,589	Intl, JC 43, L 337
William Woldman	Burr Ridge, Ill.	168,210	169,282	L 731

Name	City	Total Salary	Total Comp.	Affiliations
Joe Wojciechowski	Scarsdale, N.Y.	\$166,654	\$182,540	BR, L 812
John A. Williams	Tukwila, Wash.	165,232	187,641	Intl, JC 28, L 117
Richard C. Bell	Washington, D.C.	164,985	183,964	Intl
J. Allen Hobart	Yakima, Wash.	164,959	200,256	Intl, JC 28, L 760
Ralph J. Taurone	Salt Lake City	164,528	188,358	Intl, JC 3
Ernest C. Yates	Daly City, Calif.	164,518	172,585	Intl, JC 7, L 665
John Harren	S. El Monte, Calif.	164,277	177,742	JC 42, L 986
William Lichtenwald	Toledo, Ohio	163,761	193,847	Intl, OH, L 20
Danny Barton	Indianapolis	162,856	169,894	Intl, JC 69, L 135
Robert Morales	Daly City, Calif.	162,737	168,653	Intl, JC 7, L 350
Becky Strzechowski	Chicago	161,211	181,888	L 727
Brad D. Slawson, Sr.	St. Paul, Minn.	160,496	196,191	Intl, L 120
George Miranda	New York	160,340	172,602	Intl, JC 16, L 210, L 815
Robert Bouvier	Montreal	160,092	163,264	Intl
Don M. Hahs	Cleveland	159,635	197,653	BLET
Anthony Cousimano	N. Hollywood, Calif.	158,663	177,101	Intl, L 399
Gary S. Witten	Washington, D.C.	156,893	173,536	Intl
Richard Hendershot	New York	156,673	180,908	L 237
Roger D. Insprucker	Cincinnati	156,051	179,109	Intl, OH, JC 26 L 114
Patricia Stryker	New York	155,782	156,191	L 237
Frank Gillen	Philadelphia	155,629	190,218	PA, JC 53, L 500
James M. Hogan	Berwyn, Ill.	155,531	172,110	L 714
Anthony Cornelius	Green Bay, Wis.	155,225	169,047	Intl, L 75
Edward Doyle, Jr.	Elmsford, N.Y.	155,151	181,571	L 456
Thomas L. Custer	Chicago	154,099	161,586	JC 25, L 673
Robert Walston	Chicago	153,923	176,688	L 743
Gerard Silbano	New York	153,903	165,740	GCC L 119
Greg Nowak	Detroit	152,891	187,701	Intl, JC 43, L 1038
George Tedeschi	Washington, D.C.	152,719	187,548	GCC
Howard Redmond	New York	152,428	157,322	Intl, L 804
Philip E. Young	Kansas City	151,330	174,876	Intl
Thomas J. O'Donnell	Lake Success, N.Y.	151,300	192,161	L 817
Val Fiorollo	Mountainside, N.J.	151,200	163,794	L 863
James A. McCall	Washington, D.C.	151,082	164,184	Intl
Joseph Molinero	Pittsburgh	150,090	176,665	Intl, L 211
Richard A. Smith	Des Plaines, Ill.	150,000	155,996	L 781

\$100,000 Club

Name	City	Total Salary	Total Comp.	Affiliations
John C. Dulczak	Philadelphia	\$149,480	\$163,340	L 837
Charles L. Deaner	Washington, D.C.	149,283	167,864	Intl
Ritchie E. Reardon ¹	Charleston, Mass.	147,932	150,587	Intl, JC10, L25*
Harry Dellinger, Jr.	Washington, D.C.	147,238	163,080	Intl
Donna Santoro	New York	147,114	163,080	L 810
Joseph Bennetta	Bridgeport, Conn.	147,056	156,139	Intl, L 191
Frank L. Gallegos	Salinas, Calif.	146,379	174,156	Intl, CC, JC 7, L 890
Ernest Soehl	North Brunswick, N.J.	145,500	164,789	Intl, L 701
Keith E. Gleason	Peoria, Ill.	144,925	153,112	Intl, JC 65, L 627
Michael E. Mathis	Washington, D.C.	144,366	171,985	Intl
Anthony C. Avalos	Burr Ridge, Ill.	143,640	144,736	L 731
Patrick D. Kelly	Orange, Calif.	143,163	161,309	L 952
Frank Perkins	San Antonio	143,080	175,610	Intl, JC 58, L 657
Jerry Vincent ¹	Louisville, Ky.	142,511	148,647	KY-WV, BR, JC 94, L 783
Dennis Raymond	Waterbury, Conn.	141,708	165,051	Intl, JC 10, L 677
Edmund Kane	New York	141,608	149,237	L 237

Name	City	Total Salary	Total Comp.	Affiliations
Angelo DePietto	New York	\$140,731	\$142,731	L 831*
Paul Gattus	Lake Success, N.Y.	140,653	156,618	L 282
Thomas Gesualdi	Lake Success, N.Y.	140,653	163,257	L 282
Lawrence Kudla	Lake Success, N.Y.	140,653	165,975	L 282
Henry Perry	Memphis	139,918	159,820	Intl, JC 88, L 667
Michael McLaughlin	San Bruno, Calif.	138,647	153,201	Intl, L 856
Edward W. Rodziewicz	Cleveland	137,851	168,541	BLET
Michael Scott	Miami	137,752	144,706	Intl, JC 75, L 769
Michael Bove	New York	137,521	139,521	L 831*
Dennis Watson	Carson, Calif.	137,011	142,357	L 572
Robert Machado	Lake Success, N.Y.	135,448	135,448	L 282
Frederick Potter, Jr.	Hazlet, N.J.	135,150	145,088	L 469
Robert Bayusik	New Haven, Conn.	134,900	147,194	L 443
John F. Murphy	Boston	134,569	154,973	Intl, L 122
Garnet Zimmerman	Vancouver, BC	133,846	154,800	Intl
Anthony Magrene	New York	133,768	137,509	L 804

TDU, Members Beat Dues Waste, Build Power

How the \$100,000 Club and TDU Have Changed Teamster History

TDU began publishing the "\$100,000 Club" 27 years ago. Armed with this information, and the Right to Vote, Teamsters have demanded financial reforms and won them.

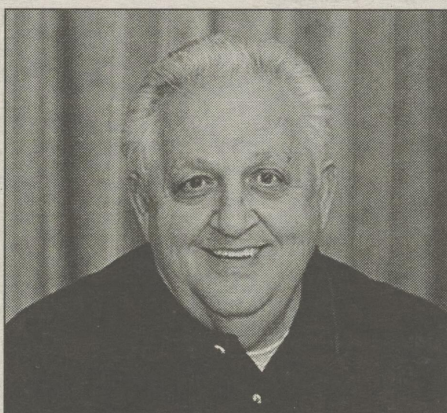
In 1987, Teamster President Jackie Presser bagged \$609,984 in multiple salaries. In today's dollars (adjusted for inflation), that would be over \$1 million. International Vice President Arnie Weinmeister made \$443,612 that year. Others, like Weldon Mathis, took home \$305,914. They used union-owned jets to go to golf resorts.

In 1989, Teamsters won the Right to Vote after TDU's plan was adopted as part of the consent order to settle the racketeering suit against top Teamster leaders. Thanks to TDU, Teamsters had a tool for holding top Teamster officers accountable for their outrageous dues waste. That changed everything. Incumbents like Mathis and Weinmeister were forced to drop out of the race for International Office. Members were not going to elect those millionaires.

The incumbent slate, in an attempt to win the election, even adopted part of TDU's platform! At the 1991 IBT Convention, they capped the General President's salary at \$225,000 plus an unlimited cost of living clause. No International officer or rep is allowed to use multiple salaries to make more than the General President.

Fat cats were on the run.

TDU's platform was gaining ground. Then it took a leap forward.



One Salary Is Plenty

"When officials give themselves big multiple salaries, they forget where they come from and can't relate to the rank and file. That's where I disagree with them. When I get elected I'm taking only one salary, just like the members."

T.C. Bundrant
President Local 549
Candidate for International
Vice President, Southern Region

\$150,000 Club: What's Your Opinion?

The TDU Steering Committee is considering in the future printing salaries of only those officials who make over \$150,000, the limit that Hoffa himself had in his platform when he ran for Teamster president.

What do you think? We are seeking the opinions and input of all Teamsters.

When TDU began researching Teamster finances to keep members informed, 27 years ago, \$100,000 was a fat cat salary. Today, the full listing allows Teamster members to compare for themselves their own local union salaries against others, and to decide what is fair compensation for union officers.

Submit your opinions by mail, fax or email (see page 2 for contact information).

In December 1991, Ron Carey won the General President position and took decisive action to change the fat cat life style. The union limo and jet planes were sold. He lowered his own salary to \$150,000 and began to phase out multiple salaries. TDU continued to publish the \$100,000 Club and press for more reforms.

In 1993, Ron Carey abolished the "Area Conferences" which were a useless layer of bureaucracy. In one day, 65 multiple salaries were eliminated, and millions of dues dollars returned to local unions.

By 1996, even James Hoffa had to support TDU's financial reforms—at least in his campaign platform. Hoffa promised to "cut n cap" with no International officer allowed to make over \$150,000 by using multiple salaries.

When Hoffa won office in late 1998, he abandoned the platform. He raised his own salary, brought back multiple salaries, and pays himself and Tom Keegel a lucrative "housing allowance" to pad their income more.

Despite the setbacks and renewed waste under Hoffa, TDU's hard-won reforms still have staying power.

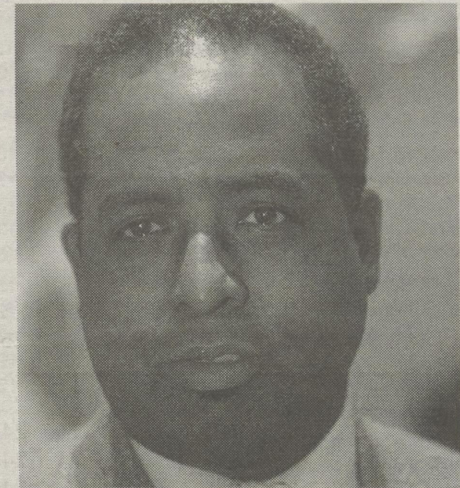
Look at the \$150,000 Club today. No one is bagging the kind of money they used to get—the members just won't tolerate it. Our union is more democratic, thanks to the Right to Vote and the fact that TDU is there to get the facts out.

The result is less financial waste and more money for strike benefits and organizing. Can we do better? You bet. But where would our Teamsters Union be without TDU and the \$100,000 Club?

Use the Knowledge

"For 27 years, the \$100,000 Club has given members the facts and Teamsters have responded by demanding reforms. TDU and the \$100,000 Club have reduced dues waste and freed up millions to spend on union power. History proves it. Now it's time to finish the job."

Michael Savvoir
Local 41, UPS
Kansas City, Mo.



Teamster Spending By the Numbers



- Amount collected in new money from the July 2002 dues hike in four years: **\$638 million**
- Amount of that money spent on organizing by the International Union per year: **\$14 million**
- Percentage increase in the International Union's income because of the dues hike (most of the dues hike went to the International): **75% increase**
- Percentage increase in amount paid by International for multiple salaries to officials: **764% increase in pay to multiple salaries**
- Amount of dues money saved if top officials accepted \$150,000, and multiple salaries paid to International appointees were eliminated: **\$8.7 million per year**
- Number of new Teamster organizers that would pay: **124 new organizers**
- Net loss of Teamster members since Hoffa took office, not counting mergers: **150,000 members lost**
- Number of multiple salaries paid by the International in 1998, just prior to Hoffa taking office: **16**
- Number of multiple salaries paid by the International Union in 2005: **164**
- Amount that the International paid in multiple salaries in 2005: **\$8.4 million**
- Amount of Teamster dues paid to Hoffa consultants Richard Leebove and Greg Tarpinian in 2005: **\$773,000**
- Days that Tarpinian and Leebove ever worked as Teamsters: **0**
- Amount that International Vice President Chuck Mack, his brother Steve Mack, and brother-in-law Rome Aloise received in multiple union salaries in 2005: **\$618,444**
- Amount that Rome Aloise was caught by the Election Supervisor in August laundering from dues money into the Hoffa-Mack campaign: **\$15,720**
- Amount of the daily International staff meal allowance, after it was raised in June: **\$100/day**
- Number of Big Macs that daily meal allowance will buy: **37**

\$100,000 Club (cont.)

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
Daniel J. Kane, Jr.	Bronx, N.Y.	\$133,719	\$146,960	Intl, JC 16, L 202, L 456	Charles Rightnowar	N. Little Rock, Ark.	\$120,076	\$124,953	GCA UP-Eastern Region
Ray C. Wallace	Powell, Tenn.	133,691	156,193	GCA NS-Southern Region	John Maloney	Charlestown, Mass.	119,997	128,685	L 379
Kevin Moore	Detroit	133,559	171,462	Intl, JC 43, L 299	Jeffrey Farmer	Washington, D.C.	119,907	152,989	Intl
Ryan Sherard	Fullerton, Calif.	132,998	162,437	GCC DC 2*	Steve Dayan	N. Hollywood, Calif.	119,877	133,544	L 399
Charles E. Harple	Washington, D.C.	132,745	157,786	Intl	Michael Lerner	Philadelphia	119,624	119,624	L 502
Brian Rainville	Chicago	132,669	153,780	Intl, JC 25	Howard W. Wells	Collingswood, N.J.	119,360	129,522	L 676
David Robinson	Saginaw, Mich.	132,566	172,407	Intl, JC 43, L 486	Daniel A. Virtue	Harrisburg, Penn.	119,068	133,227	Intl, L 776
William Leary	New York	132,497	134,750	L 804	Mitchell Masoner	North Hollywood, Calif.	118,941	139,033	L 399
Mary G. Hardiman	Washington, D.C.	132,096	146,015	Intl	Bruce Vivadelli	Mountainside, N.J.	118,800	128,949	L 863
Walter Schuler	Detroit	131,350	148,763	JC 43, L 247	Michael H. Goebel	St. Louis	118,510	131,578	Intl, MO-KS, JC 13, L 688
Daniel W. Hannah	El Paso, Texas	130,962	163,175	GCA SP Transportation Co.	John J. Gerow	Union, N.J.	118,410	124,663	L 97
Donald Dileo	Union, N.J.	130,376	139,892	JC 73, L 408	Colleen Brady	Charleston, Mass.	118,283	127,684	Intl, L 25*
John Kikes	Hayward, Calif.	130,323	146,902	Intl, L 78	Fred Alsont	New York	118,250	132,262	L 272
William C. Walpert	Cleveland	130,270	159,436	BLET	Joseph Mattesi	New York	118,250	132,966	L 272
Gerald J. Ranita	New York	130,153	131,786	L 804	Eddie Allers	New York	118,250	133,881	L 272
Angelo Guarella	New York	130,016	130,942	L 804	John Steger	Washington, D.C.	118,129	138,451	Intl
Frank Laquidara	New York	129,945	131,450	L 804	Thomas A. White	Joliet, Ill.	117,858	127,758	L 179
Thomas L. Sperlazzo	New York	129,784	131,397	L 804	Joseph Valenti	Detroit	117,700	117,700	L 214
Evaristo Pabon, Jr.	New York	129,717	136,567	L 237	Jim Minisci	Orange, Calif.	117,451	128,466	L 578
Paul Kenny	Los Angeles	129,643	154,375	L 630	Thomas Aloisio	Detroit	117,450	133,998	JC 43, L 247
Patrick Defelice	New York	129,186	131,139	L 804	Jeff Padellaro	Manchester, N.H.	117,254	129,115	L 633
Thomas P. Connolly	New York	129,006	130,130	L 804	John Mascali	New York	117,225	143,171	L 810
James Barnes, Sr.	Waukegan, Ill.	128,954	176,174	L 301	Mark Kenny	Cherry Hill, N.J.	117,065	138,402	GCA Amtrak*
Cheryl Johnson	Washington, D.C.	128,750	178,116	Intl	Roger Carbo	New York	117,053	117,053	GCC L 2
Dominic Tocco, Jr.	Cleveland	128,746	147,486	OH, JC 41, L 416	Daniel Kreiser	Trenton, N.J.	117,004	120,313	L 35
George DiPilato	Philadelphia	128,578	128,578	L 502	Lamont Byrd	Washington, D.C.	116,776	133,064	Intl
Paul Cardullo	Philadelphia	128,567	142,660	PA, JC 53, L 929	Ken G. Bryant	Dallas	116,708	140,438	Intl, JC 80, L 745
Anthony Donato	New York	128,355	130,336	L 804	Susan E. Mauren	Minneapolis	116,431	117,222	Intl, JC 32, L 320
Mike Stapleton	Orlando, Fla.	128,231	141,417	Intl, JC 75, L 385	Jose Monjaras	Long Beach, Calif.	116,399	128,491	L 911
Michael T. Kenny	Anchorage, Alaska	128,183	136,161	L 959	Claude J. Gray	Greensboro, N.C.	116,396	131,637	Intl, JC 9, L 391
Kenneth W. Lange	St. Louis	127,932	142,510	MO-KS, BR, JC 13, L 6	Michael McGaha	Greensboro, N.C.	116,247	149,766	Intl, JC 9, L 391
Thomas Rosano	Scarsdale, N.Y.	127,731	137,842	L 812	Nancy J. Shaw	Anchorage, Alaska	116,028	119,275	L 959
Warren Marsh	Scarsdale, N.Y.	127,731	141,222	L 812	William A. Moore	Topeka, Kan.	115,651	164,843	Intl, MO-KS, JC 56, L 696
Steven Vairma	Denver	127,626	149,162	Intl, JC 3, L 435	Lou Mazzei	Chicago	115,483	127,359	L 786
Ronald Herrera	Covina, Calif.	127,224	141,031	L 396	Thomas C. Brennan	Cleveland	115,441	138,370	BLET
Robert Hahn	Orange, Calif.	127,088	139,664	L 952	Aaron E. Sawyer	Washington, D.C.	115,245	136,730	Intl, L 922
Raymond Whitmer	Long Beach, Calif.	127,050	142,168	L 911	Dennis Hands	Detroit	115,236	131,932	Intl, JC 43
Thomas Marchetti	North Hollywood, Calif.	126,891	146,368	L 399	David Lucas	Bloomfield, Conn.	114,987	133,022	JC 10, L 671
William R. Buhler	New York	126,114	126,868	L 804	Genaro Rodriguez	Berwyn, Ill.	114,810	133,506	L 714
Gerald F. Gross	South Easton, Mass.	125,865	151,519	JC 10, L 653	Stanton Orr	Miami	114,660	117,394	L 769
Denis J. Taylor	Baltimore	125,827	136,478	Intl, JC 62, L 355	Lourdes Garcia	Carson, Calif.	114,600	118,213	L 572
Ronald Germana	New York	125,643	125,643	L 237	Charles T. Easley	Waukegan, Ill.	114,581	123,008	L 301
Francis Connolly, Jr.	Lake Success, N.Y.	125,592	139,848	L 817	Louis Digiampaolo	Charleston, Mass.	114,566	128,460	L 25*
Michael T. Manley	Washington, D.C.	125,313	137,609	Intl	Dan P. Bartholomew	Minneapolis	114,320	116,490	Intl, JC 32, L 289
James Lyons	Chicago	125,150	134,411	L 705, L 200	Maria Perez	Union, N.J.	114,145	119,635	L 97
Louis Sanchez	Mountainside, N.J.	125,000	133,772	L 863	Kenneth Walker	Pico Rivera, Calif.	113,990	125,164	L 495
Robert Warnock, Jr.	South Bend, Ind.	124,885	124,965	JC 69, L 364	Allen Rock	Burr Ridge, Ill.	113,940	113,980	L 731
Jerry Putnam	Fort Worth, Texas	124,817	132,625	JC 80, L 997	Charles Cimino, Jr.	Cleveland	113,646	124,810	OH, JC 41, L 400
Mary Salmeron	S. El Monte, Calif.	124,762	132,216	L 986	Paul Kozicki	Detroit	113,400	133,932	L 247
Neil Ditchek	Washington, D.C.	124,596	134,458	Intl	Sid Goldstein	Elmsford, N.Y.	113,365	142,842	L 456
Michael B. Haffner	Waukegan, Ill.	124,536	134,048	L 301	Chester Mordasini	Long Beach, Calif.	113,267	123,293	L 911
Randall Petterson	North Hollywood, Calif.	124,496	147,086	L 399	Sylvia Garza	Los Angeles	113,267	131,366	L 630
Dale A. Bolt	Burr Ridge, Ill.	124,200	126,031	L 731	John Murphy	Charleston, Mass.	113,261	125,298	L 25*
John J. Lisner	Burr Ridge, Ill.	124,200	128,987	L 731	Thomas P. Clair	Chicago	113,149	113,147	L 726*
Andrew A. Marshall	Phoenix, Ariz.	123,436	137,200	Intl, JC 3, L 104	William Pierce	Anchorage, Alaska	113,119	120,083	L 959
Robert Roberge	Elmsford, N.Y.	123,365	123,365	L 456	Phillip Saal	San Diego	113,017	123,292	JC 42, L 542
John Bulgaro	Albany, N.Y.	123,359	137,017	Intl, JC 18, L 294	Robert Keller	Norristown, Pa.	112,933	126,796	L 384
Keith E. Clavin	Kansas City	123,030	126,503	MO-KS, JC 56, L 41	Thomas Stiede	Chicago	112,640	123,888	JC 25, L 703
Lucio Reyes	Stockton, Calif.	122,775	145,349	Intl, CC, L 601	Robert A. Harvey	Cleveland	112,374	122,337	BLET
Joseph J. Bairos	East Providence, R.I.	122,455	139,548	L 251	Victor Shada	Sacramento, Calif.	112,180	127,546	JC 38, L 228
Dennis Hart	Hayward, Calif.	122,332	141,985	Intl, BR, L 78	James Carson	S. Portland, Maine	112,101	123,364	JC 10, L 340
Dominick Marrocco	Lake Success, N.Y.	122,307	134,698	L 282	Richard Loy	Norristown, Pa.	112,074	120,314	L 384
Anthony Pirozzi	Lake Success, N.Y.	122,307	135,813	L 282	Sylvester Needham	New York	111,895	131,651	L 813
Louis Bisignano	Lake Success, N.Y.	122,307	136,644	L 282	Robert Doss	Covina, Calif.	111,750	126,031	Intl, L 63
Paul Luddine	Lake Success, N.Y.	122,307	137,605	L 282	Garry J. Collett	Danville, Ill.	111,725	122,034	JC 65, L 26
Wendell Shepherd	Lake Success, N.Y.	122,307	138,319	L 282	John J. Millett	Worcester, Mass.	111,672	118,261	L 170
Steven Gilman	New York	122,199	132,607	L 810	Carl F. Gentile	Worcester, Mass.	111,672	118,325	L 170
Anthony R. DiGrazia	Des Plaines, Ill.	122,172	128,036	L 781	James R. Peters	Worcester, Mass.	111,672	118,333	L 170
Bret Caldwell	Washington, D.C.	122,151	145,574	Intl	David T. McCarthy	Worcester, Mass.	111,672	118,347	L 170
William Hamilton	Philadelphia	121,895	151,640	Intl, JC 53, L 107	Mark P. Muller	Chester, Penn.	111,620	115,988	L 312
Thomas Malone	Scarsdale, N.Y.	121,731	134,928	L 812	Joseph Gurrieri	New York	111,614	131,294	GCC L 51
F. Simpson	Southfield, Mich.	121,647	139,413	BMWED	James Wilson	Charleston, Mass.	111,605	119,251	L 25*
Edgar L. Pruitt, Jr.	Cleveland	121,460	140,065	BLET	Willie C. Smith	Jackson, Miss.	111,509	125,600	Intl, JC 87, L 891
Raymond A. Holmes	Cleveland	121,460	146,202	BLET	Jesus Gonzales	Los Angeles	111,362	122,990	L 630
Merle W. Geiger, Jr.	Cleveland	121,460	150,746	BLET	Carl B. Conder	Kansas City, Mo.	111,361	125,454	Intl, L 41
Stephen D. Speagle	Cleveland	121,460	152,391	BLET	Matthew Condron	Norristown, Pa.	111,335	121,030	L 384
Dale L. McPherson	Cleveland	121,460	154,913	BLET	Yvette M. Hoeg	Waukegan, Ill.	111,202	113,982	L 301
Paul T. Sorrow	Cleveland	121,460	162,662	BLET	Michael Byra	Waukegan, Ill.	111,202	121,368	L 301
Paul L. Wingo, Jr.	Cleveland	121,460	166,171	BLET	Kevin F. Reddy	East Providence, R.I.	111,195	126,565	L 251
Richard K. Radek	Cleveland	121,460	171,597	BLET	John V. Comeau III	Worcester, Mass.	111,026	115,963	L 170
Stephen Northup	Fullerton, Calif.	120,846	142,503	GCC DC 2*	James R. Fiori	Worcester, Mass.	111,026	118,217	L 170
Frederick McLuckie	Washington	120,762	137,311	Intl	Edward J. Peloquin	Worcester, Mass.	111,026	119,160	L 170
Sean O'Brien	Charleston, Mass.	120,313	122,873	L 25*	Melvin Kahele	Honolulu	110,837	126,661	L 996
Gilbert Gore	San Antonio	120,300	141,800	GCA UP-Southern Region	Mark I. Gleason	Daly City, Calif.	110,779	117,399	L 665

\$100,000 Club (cont.)

Name	City	Total Salary	Total Comp.	Affiliations	Name	City	Total Salary	Total Comp.	Affiliations
Richard H. Stern	Washington, D.C.	\$110,515	\$125,642	Intl	Edward Dion	Daly City, Calif.	\$104,128	\$109,097	L 665
Gerald Godin	Charlestown, Mass.	110,409	122,107	L 379	George Grimshaw	Mountainside, N.J.	104,000	111,879	L 863
Tim R. Lehman	Chester, Pa.	110,386	116,818	Intl, L 312	Patrick Burns	Grand Rapids, Mich.	103,998	114,382	JC 43, L 406
Albert R. Mixon	Cleveland	110,377	112,027	Intl, JC 41, L 507	Robert Mcallister	Charleston, Mass.	103,982	107,437	L 25*
Joseph Ferla	Philadelphia	110,263	130,822	L 107	William P. Logan	Burr Ridge, Ill.	103,950	105,894	L 731
Mark Harrington	Charleston, Mass.	110,192	121,047	L 25*	John P. Souza	Modesto, Calif.	103,881	126,686	Intl, JC 38, L 386
Dennis A. Grabhorn	Melville, N.Y.	110,152	128,205	GCC L 406	Bevan Sweet	Uncasville, Conn.	103,870	112,234	L 493
Robert Gaines	Norristown, Pa.	110,145	116,328	L 384	Daniel J. Gatto	Baldwin, N.Y.	103,846	109,592	L 854
Robert H. Linsey	Kansas City, Mo.	110,113	120,537	BLET	Randy Korgan	Covina, Calif.	103,800	120,735	Intl, L 63
John R. Koonce	Salem, Ill.	110,066	114,830	GCA IL Central	Todd J. Thompson	Washington, D.C.	103,797	130,651	Intl
Tony Correll	Fullerton, Calif.	109,675	126,444	GCC DC 2*	Gregory Floyd	New York	103,388	121,786	L 237
Robert T. Weber	Milwaukee	109,509	126,718	Intl, L 344	Joseph L. Yeoman	Pleasantville, N.J.	103,333	109,217	PA, JC 53, L 331
Dennis Pierce	Galesburg, Ill.	109,469	136,821	GCA Burlington Northern*	James M. Kenney	Joliet, Ill.	103,247	111,706	L 179
William Norris	Louisville, Ky.	109,468	121,500	KY-WV, JC 94, L 783	Kenneth R. Brantley	Chicago	103,239	103,239	L 726*
Mark Rime	Minneapolis	109,428	114,429	JC 32, L 638	Ronald P. Carver	Washington, D.C.	103,109	144,607	Intl
Thomas Metzinger	Washington, D.C.	109,366	121,448	Intl	James B. Nolan	New Orleans	103,050	110,604	JC 87, L 270
George Brier	Waterbury, Conn.	109,226	122,741	L 677	Daniel L. Fortier	Minneapolis	103,050	128,858	Intl, JC 32, L 970
John Capobianco	Waterbury, Conn.	109,226	125,396	L 677	Thomas E. Ratliff	Washington, D.C.	103,008	104,052	Intl, JC 55, L 639
Warren Lucid	Waterbury, Conn.	109,226	127,714	L 677	Ernesto Medrano	Orange, Calif.	102,999	114,644	L 952
Kenneth Haarala	Covina, Calif.	109,200	117,678	L 630	Lynda M. Sist	Washington, D.C.	102,778	109,953	Intl
Moronke Oshin-Martin	New York	109,178	109,178	L 237	William Black	Detroit	102,777	119,094	Intl, JC 43
Thomas Schlink	Uncasville, Conn.	109,064	119,226	L 493	Arthur Lazazzero	Charleston, Mass.	102,737	116,467	L 25*
Charles Byrnes	Pittsburgh	109,015	139,131	Intl, JC 40, L 926	Mitzi Montemore	Washington, D.C.	102,722	111,072	Intl
Robert J. Gillihan	Kansas City	109,000	118,402	JC 56, L 541	Hollis G. Hypes	Washington, D.C.	102,680	111,583	Intl
Douglas Teoli	E. Providence, R.I.	108,908	115,621	L 251	William M. Overton	Powell, Tenn.	102,543	118,298	GCA NS-Southern Region
Caly Jeffries	Orlando, Fla.	108,848	120,624	L 385	James E. Smith, Jr.	Philadelphia	102,540	115,138	JC 53, L 115
Melissa Riner	Washington, D.C.	108,591	116,606	Intl	Gary Perrien	San Antonio	102,487	105,216	GCA UP-Southern Region
Paul J. Stripling	Des Plaines, Ill.	108,542	116,886	L 781	Michael D. Spencer	Madison, Wis.	102,396	107,722	JC 39, L 695
Lawrence Martinez	Washington, D.C.	108,523	119,283	GCC	Zeberdee Barnes	Chicago	102,348	119,800	L 727
Richard Whitworth	Washington, D.C.	108,523	132,007	GCC	Matt Wilson	Galesburg, Ill.	102,266	113,778	GCA Burlington Northern*
David Grabhorn	Washington, D.C.	108,523	160,444	GCC	Fred Smit	Newburgh, N.Y.	102,060	106,218	JC 16, L 445
Martin Perez	Covina, Calif.	108,500	130,439	Intl, L 63	Allen E. Price	Columbus, Ohio	101,920	112,832	JC 41, L 284
John Guerra	St. Louis	108,395	118,941	JC 13, L 618	Gary M. Tiboni	Valley View, Ohio	101,900	112,721	L 436
Ronald G. Lucas	Cheektowaga, N.Y.	108,275	117,082	JC 46, L 264	Joseph Dornbach	Orange, Calif.	101,798	109,813	L 952
Frank Recktenwald	Mountainside, N.J.	108,000	114,996	L 863	Max Strain	Indianapolis	101,720	117,979	Intl, JC 69, L 135
Bill Elder	Ventura, Calif.	107,925	117,315	L 186	P. Geller, Sr.	Southfield, Mich.	101,661	148,167	BMWED
Diana Franken	Salem, Ore.	107,921	116,441	JC 37, L 670	Kenneth Coleman	Anchorage, Alaska	101,592	119,667	L 959
Tony Andrews	Portland, Ore.	107,743	118,883	JC 37, L 305	Edward R. Pratt	Washington, D.C.	101,549	132,155	Intl
Louis Leccese	New York	107,590	115,990	L 831*	Timothy J. Nolan	Washington, D.C.	101,549	136,043	Intl
Steven M. Labrie	E. Providence, R.I.	107,491	119,030	L 251	Ramona Soto	Fullerton, Calif.	101,279	101,600	GCC DC 2*
Harold B. Killam	Washington, D.C.	107,440	115,559	Intl	Paul Mihalow	Covina, Calif.	101,249	109,692	JC 42
James E. Kelly	Philadelphia	107,296	111,485	L 500	Steve Bratka	Galesburg, Ill.	101,236	110,636	GCA Burlington Northern*
Lacey Roberts	Washington, D.C.	107,074	155,704	GCC	Walter Campbell	Charleston, Mass.	101,128	109,886	L 25*
Paul Jacobs	Detroit	106,920	119,855	L 247	Anthony Rodriguez	New York	101,026	109,426	L 831*
Roy E. Marshall	Washington, Pa.	106,856	119,632	PA, JC 40, L 585	Anthony Lenza	New York	101,026	109,426	L 831*
James Muraki	S. El Monte, Calif.	106,711	123,554	L 986	William E. Lickert, Jr.	White Oak, Pa.	100,955	109,491	PA, JC 40, L 205
Chris Griswold	S. El Monte, Calif.	106,711	129,773	L 986	Robert Ryder	Fort Washington, Pa.	100,911	127,134	Intl, L 463
Thomas Ziembovic	Detroit	106,650	124,508	L 247	Robert Rayes	Detroit	100,777	114,294	Intl, JC 43, L 51
Nelson Silva	New York	106,425	122,987	L 810	Theodore Uniatowski	Chester, Penn.	100,717	117,679	Intl, L 312
Michael Smith	New York	106,425	123,239	L 810	Bill Huff	Covina, Calif.	100,700	113,257	L 396
Anthony Artificio	Union, N.J.	106,402	112,880	JC 73, L 641	William Cunningham	Union, N.J.	100,666	105,849	L 641
Thomas Daly	Chicago	106,344	112,669	L 710	Carin Zelenko	Washington, D.C.	100,609	114,891	Intl
Lester A. Singer	Washington, D.C.	106,329	125,714	Intl	Justin H. Holliday	Spokane, Wash.	100,334	120,007	Intl, JC 28, L 690
Mark Wiechmann	Joliet, Ill.	106,259	113,680	L 179	W.A. Bon	Southfield, Mich.	100,300	101,330	BMWED
Daulton Alexander	Forth Worth, Texas	106,060	109,371	JC 80, L 997	J.A. Superfisky	Southfield, Mich.	100,300	106,271	BMWED
Michael A. Vendafred	Berwyn, Ill.	106,059	122,276	L 714	S.V. Powers	Southfield, Mich.	100,300	107,215	BMWED
Paul Fawcett	S. Easton, Mass.	105,665	117,481	L 653	R. Inclima	Southfield, Mich.	100,300	109,610	BMWED
George Joseph	S. Easton, Mass.	105,665	118,205	L 653	D. Griffin	Southfield, Mich.	100,300	117,248	BMWED
Micahel Conyngham	Washington, D.C.	105,499	118,280	Intl	Spencer N. Thal	Tukwila, Wash.	100,295	116,952	L 117
Mike Bergen	Bloomington, Calif.	105,400	113,040	JC 42, L 166	Demos Demopoulos	New York	100,277	115,673	L 553
Edward J. Bradshaw	Chicago	105,381	113,269	L 710	John Slatery	Washington, D.C.	100,097	114,459	Intl
Brent Taylor	Dallas	105,362	111,146	Intl, JC 80 L 745					
Willard E. Knight	Salem, Va.	105,242	115,845	GCA Norfolk/Western RWY					
Donnie West	Birmingham, Ala.	105,197	127,015	JC 87, L 612					
Gerald Pauli	Chicago	105,190	139,400	L 710					
Hector Fernandez	Covina, Calif.	105,177	124,270	Intl, L 63					
Paul Lovinus	Milwaukee	104,948	112,069	JC 39, L 344					
Bernard T. Sherlock	Chicago	104,886	112,901	L 710					
Michael Simeone	Denver	104,768	123,597	L 17					
Cole Davis	Kansas City, Mo.	104,762	114,574	BLET					
Brian Carroll	E. Providence, R.I.	104,623	119,839	L 251					
Joseph Boyajian	E. Providence, R.I.	104,617	119,667	L 251					
Carlos Barnett	Covina, Calif.	104,600	127,743	Intl, L 63					
James Schoessling	Washington, D.C.	104,596	124,918	Intl					
David E. Smith	Washington, D.C.	104,596	125,878	Intl					
Anthony D. Mathis	Washington, D.C.	104,596	148,217	Intl					
Louis S. Baniecki	Washington, D.C.	104,596	149,318	Intl					
Joseph Esposito	Bridgeport, Conn.	104,587	117,758	L 191					
Thomas Feeley	New York	104,556	120,911	L 810					
Carlos N. Ramos II	Harrisburg, Pa.	104,516	132,019	Intl, L 776					
David A. White	Baltimore	104,417	113,013	JC 62, L 355					
Louis Calemine	Valley Stream, N.Y.	104,390	114,504	L 295					
Michael McHugh	Orange, Calif.	104,367	113,291	L 952					
Scott Hilton	Washington, D.C.	104,185	136,175	Intl					

Key to the \$100,000 Club

This chart lists Teamster officials and staff who received salaries of over \$100,000 in 2005. This information was compiled from hundreds of Department of Labor LM-2 and LM-3 forms and IRS Form 990 reports. Total compensation includes salaries, allowances and expenses, but does not reflect other benefits such as pensions and automobiles.

Footnotes:

*The LM form or Form 990 was not available for 2005, number is based on 2004 forms.

† Retired or left union employment due to retirement, election defeat, discharge or by action of the Independent Review Board or other legal action.

Abbreviations:

BA=Bakery and Laundry Conference; BLET=Brotherhood of Locomotive Engineers and Trainmen; BMWED=Brotherhood of Maintenance of Way; BR=Brewery and Soft Drink Workers Conference; CC=Cannery Council; Dairy=Dairy Conference; GCA=BLET General Committee of Adjustment; GCC=Graphics Communications Conference; Intl=International; JC=Joint Council; KY-WV=Kentucky-West Virginia Conference; L=Local Union; MO-KS=Missouri-Kansas-Nebraska Conference; SLA=BLET State Legislative Association

Central PA Reform Committee Makes Gains

Member Action Wins Greater Accountability from Central Pa. Fund

For years the Central Pennsylvania Teamsters Fund was plagued with questionable administration and benefits inferior to many other Teamster Funds.

Fed up with this state of affairs, members formed the Central PA Reform Committee.

In 2002, three members filed a lawsuit against the fund. Initially they did the legal work on their own, but then attracted experienced pension attorney Ann Curry Thompson, who enlisted Alan Sandals, another experienced pension litigator, to serve as co-counsel with her to help the plaintiffs carry the case forward.

The suit cited breaches in fiduciary duty on the part of fund trustees and managers. Although fiduciary breach suits are difficult, the committee and their legal

counsel poured through thousands of documents in order to build a strong case.

In 2005, the fund and its insurance carrier agreed to enter into settlement talks. In March 2006, both sides reached agreement on measures that will bring greater oversight and accountability to the fund. Additionally, a monetary settlement was reached for \$1.75 million.

Approximately \$280,000 of the settlement was reserved to fund a comprehensive review of fund operations and investment management over the next four years by an outside consultant, Independent Fiduciary Services. The balance after fees and costs was restored directly to the Central PA Fund.

The agreement includes accountability measures that Teamsters in other funds

have long argued for.

The comprehensive independent studies that will review all aspects of the fund's performance will be made available to plan participants, as will any responses from the trustees.

The fund will also have to make detailed information public that funds normally hide from participants, including:

- The annual actuarial valuations for the plan and any amendments or revisions.
- Actuarial reports relating to plan amendments.
- Quarterly reports on the fund's investment performance from 2006 and into the future.
- Summaries of formal actions

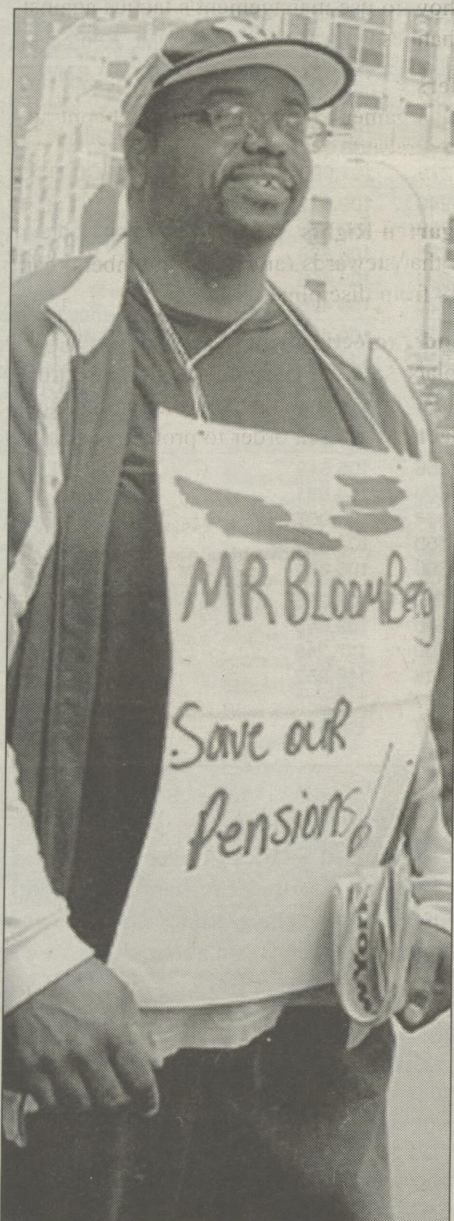
taken by trustees.

"Before, fund decisions and their impact were kept hidden," said Drake Saxton, one of the plaintiffs. "This giant spotlight shining on the fund will provide the pressure needed to maintain policies that will protect and improve member benefits."

Teamsters in other areas would like to see the same level of transparency from their funds. So far, Hoffa and fund trustees have opposed greater accountability.

Editor's Note: Ann Curry Thompson will be presenting a pension workshop at the TDU Convention. Be there to learn about the impact of recent pension legislation, including the Red Zone Amendment.

Incumbents to Face Challengers in Local 814



Above: Walter Taylor on a picket line in 2005. He is leading the Members for Change Slate to fight for stronger contracts and reversal of benefit cuts in New York City Local 814.

Local 814 members in New York City have seen their contracts and retirement benefits gutted. This fall they're fighting back at the ballot box. Members are running for local union office on the Teamsters for Change Slate.

Commercial movers in the local are still smarting over the terms of their last contract.

Local 814 officials pushed through a contract that forced members to give up more than \$10 million in concessions—including the loss of \$5/an hour in annuity contributions for five years.

The worst contract in the local's history also created a permanent two-tier system: pension benefits were cut in half for new members and their annuity was eliminated altogether.

"The incumbents talk about their experience, but they are the officials who have run our union into the ground and negotiated the worst contracts and benefit cuts in Local 814 history," said Walter Taylor, who is leading the Teamsters for Change Slate. The slate's Platform for Change, includes:

- **Ending contract givebacks** and electing bargaining committees to ensure accountability.
- **Fighting to restore benefits**, starting with a report that discloses to the members what caused the decline of their benefits and what it will take to reverse the cuts.
- **Organizing the nonunion competition**, including forming an action team that will hound buildings that use non-union movers.

"It's time to end the givebacks and the excuses and get to work," said Teamsters for Change candidate Eddie Freyta.

I'll Be There...

"The TDU Convention will be held two weeks before the ballots are mailed. I'll be there to meet with Teamsters from across the country to make plans to get out the vote for the Tom Leedham Slate.

"If your local is anything like mine, you'll want to participate in the educational workshops about beating apathy and building membership power in your local too."

Eunice Rodriguez
Candidate for IBT
Vice President At-Large
Local 237, NYPD School Safety
New York



TDU Convention, Sept. 22-24

Western Conference Fund

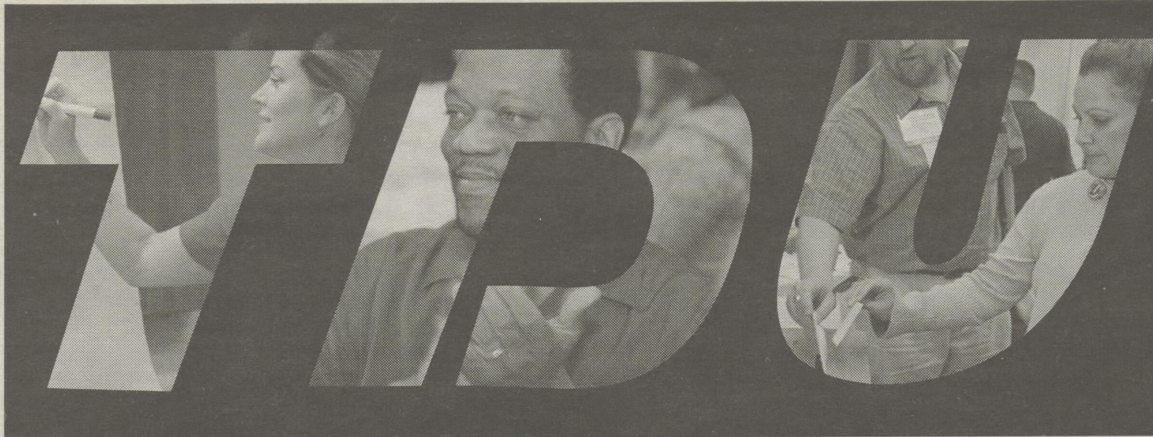
Pension Cuts Aren't Justified

At the Aug. 25 debate between Tom Leedham and Hoffa's stand-in, Tom Keegel, a Teamster member questioned Keegel about the 60 percent pension accrual cuts in the big Western Conference Pension Plan. The member said the plan is 100 percent funded, with zero unfunded liability, and yet top Teamster officials go along with management on continuing the pension cuts. The member pointed out that Hoffa's running mates sit on the fund board: Al Hobart, Chuck Mack, Jim Santangelo and Randy Cammack.

Keegel denied that the fund is 100 percent funded. But the fact is, earlier in August, the Western Fund mailed a report to all local unions which states right up top, "The Plan's vested benefit liabilities are 100 percent funded."

Leedham told Keegel: "I suggest that 'Mr. Stand-in' look at the most recent publication from the Western Conference of Teamsters Pension Plan, which arrived in mailboxes about two weeks ago, that indicates, in black and white from the pension office itself, that the fund is 100 percent funded. Yet Teamster members are still experiencing a cut in their benefits of 60 percent. A freight Teamster has lost \$500 per month from their retirement check for the rest of their life, from a fund that is 100 percent funded."

"And it goes to a different problem here, and the problem is this administration has given up control of our pension funds to greedy corporations who are extracting more money from Teamster members by way of these reduced benefits."



Rank & File Convention

Cleveland, September 22–24, 2006

Convention Workshop Schedule

Friday, Sept. 22

Strategies and Programs for Building a Strong Reform Local

Being an effective organizer or local union leader can hinge on the ability to set goals and follow through on plans. Find out how strategic planning can be advantageous and what to avoid if it is to work in your local union.

Getting out the Vote

Turning out a big vote in the IBT Election is key to a democratic union as well as a Leedham victory. This workshop maps out proven tactics to increase turnout.

Election 2006 and Beyond

Between employer attacks and the legacy of the Hoffa administration, Teamsters face major challenges. This strategy session discusses what it will take to get the IBT on the right track, and what TDU can do to continue building rank and file power.

Building Teamster Reform: From the Shop Floor to the IBT

TDU's many successes have been built from the ground up, with members using campaigns and other strategies to make TDU a strong and lasting movement. Find out how to combine TDU building with other strategies for reforming and strengthening our union.

Saturday, Sept. 23

Getting out the Vote

Turning out a big vote in the IBT Election is key to a democratic union as well as a Leedham victory. This workshop maps out proven tactics to increase turnout.

Taking Control of the Workplace: Recognizing and Countering Employer Tactics

Employers are using a host of strategies to divide and conquer union members. Hear from experts how these tactics work and how we can respond.

Hot Issues Under the Family Medical Leave Act

This workshop will cover basic rights and new developments under the FMLA and will address questions regarding employer tactics to get around the law, and how to enforce your rights.

Running for Local Union Office

How to implement successful campaigns for local union office. Workshop leaders will explore time-tested strategies as well as discuss common mistakes that you can avoid when mounting a campaign.

The Battle to Protect and Improve Pension and Health Benefits

New legislation has changed the playing field for Teamster multi-employer funds. Many funds' policies are putting Teamster health benefits at risk. Attend this workshop for an update on pension laws and to learn what Teamsters can do in the coming year to defend benefits.

Legal Rights on the Job and in the Union

What are the basic rights members can turn to and how are they enforced? This workshop walks participants through real-life scenarios that expose the ins and outs of legal rights on the job and in the union.

Bargaining: Drafting and Evaluating Contract Language

A common weak point in union bargaining strategy is a lack of good preparation, especially in the writing of contract language and analysis of management language proposals. Case studies will be used to hone participants' skills.

Sunday, Sept. 24

Jurisdictional Meetings (Freight, Rail, UPS, Movers, Warehouse)

Organizing to Win Strong Contracts

Contract time is often the best time to get union members involved and active. Contract campaigns can make the difference between winning and losing at the bargaining table. Learn tactics that can unite members and pressure employers.

Strategic Grievance Handling

How to choose your battles and find ways to prevent being overwhelmed by the grievance procedure. How to use grievances as an education and organizing tool in the workplace.

Taking Control of the Workplace: Challenging Mid-Contract Changes

Employers are using longer contracts and ongoing changes in technology and work rules to undermine worker rights and power. Learn how to use management's tactics against them, by taking a strategic approach to these changes.

Contract Costing Techniques for Bargainers

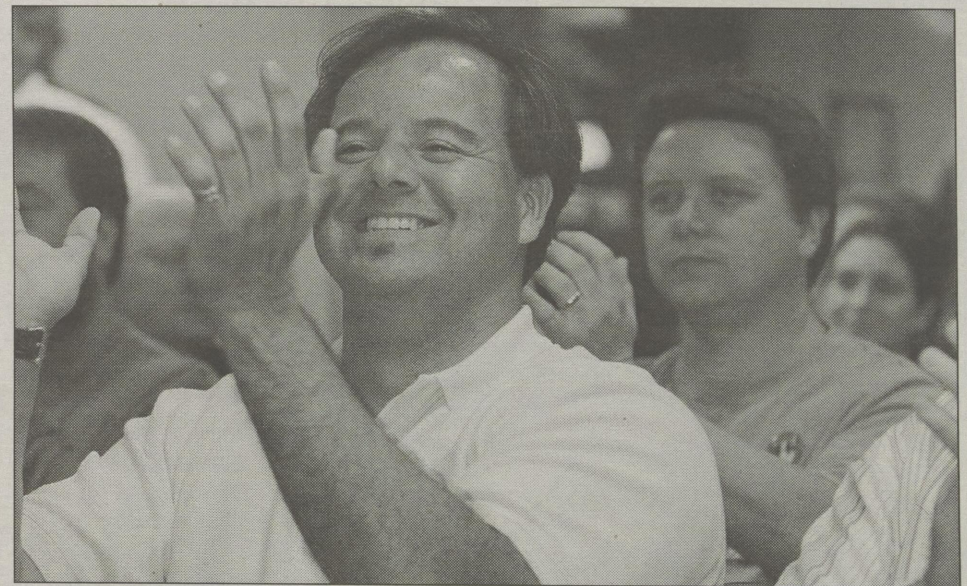
Contract costing is an invaluable skill for union bargainers. Learn how different contract proposals are costed out and how individual proposals relate to an entire bargaining package.

Steward Rights: Access to Info and Weingarten Rights

This workshop will look at the essential rights that stewards (and active members) can use to enforce the contract and defend members from discipline.

Blowing the Whistle on Safety Hazards and Protecting Your Job

Learn the most effective ways to take on workplace safety issues while at the same time using laws (OSHA, EPA, others) to protect yourself from management retaliation. Real life cases are used to show what to do, and what not to do, in order to protect your job.



Convention attendees respond to reports given by TDU activists from across the country in 2005. This year's convention will again bring together hundreds of Teamsters working for democracy at the local and international levels.

To Register: Call (313) 842-2600 or visit www.tdu.org

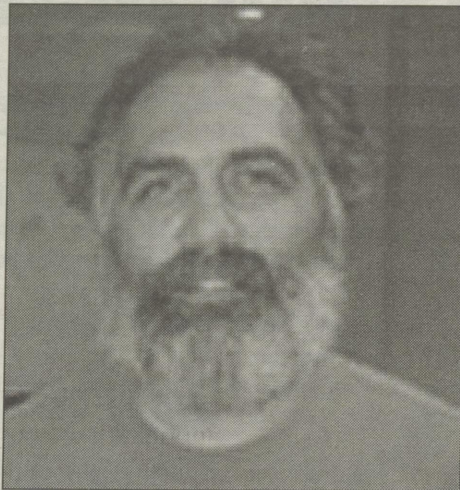
Get Out the Vote for Change: Ballots Mailed October 6

Teamsters Uniting for Tom Leedham

Freight Teamsters Support Tom Leedham in 2006

"First our pensions got cut after Hoffa guaranteed they'd be secure. Now we've been hit with healthcare cuts in Michigan. What next? We've got to elect Tom Leedham or there will be nothing left of our benefits or Teamster power in freight."

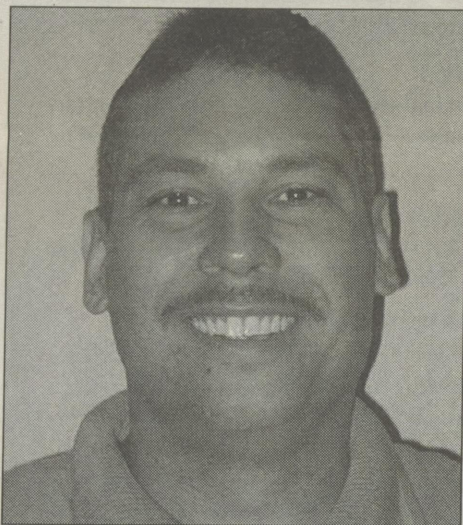
**Joe Medrano, USF Holland
Local 614, Pontiac, Mich.**



Vote Tom Leedham For a Strong UPS Contract

"UPS Teamsters need a proven negotiator who is concerned with solving our everyday problems—like excessive overtime and supervisors working due to the company not maintaining a sufficient workforce. Hoffa has already proven that he can't take care of these problems, now it is time for a change."

**Nichele Fulmore, UPS
Local 391, North Carolina**



Get Out the Vote for the Tom Leedham Slate

"Chicago Teamsters understand Teamster Power and we want a General President who does too. That's Tom Leedham. I'm passing out flyers and putting up campaign pole stickers all over town to get out the vote. This election is ours to win. It's up to working Teamsters to make it happen ourselves."

**Victor Emeric,
Hallet Expert Movers
Local 705, Chicago**



Get Your Campaign Gear!

To order t-shirts, stickers, and other campaign materials contact the Leedham campaign.

Join 10,000 Teamsters for Tom Leedham

- ✓ Get Campaign Updates
- ✓ Get Out the Vote for Victory
- ✓ Rebuild Teamster Power!

Go to www.leedham2006.org or call (718)287-6156 to learn more.

